



## DEPARTMENT OF EDUCATION

Townsend Building  
401 Federal Street Suite 2  
Dover, Delaware 19901-3639  
DOE WEBSITE: <http://www.doe.k12.de.us>

Steven H. Godowsky  
Secretary of Education  
Voice: (302) 735-4000  
FAX: (302) 739-4654

**PUBLIC MEETING:** DPAS-II Advisory Committee Meeting

**MEETING DATE AND TIME:** Wednesday, December 7, 2016 – 1:00 pm

**PLACE:** Delaware Department of Education

401 Federal Street, Dover, DE 19901 - 2<sup>nd</sup> Floor Cabinet Room

### Meeting Minutes

#### **MEMBERS PRESENT**

Dr. Susan Bunting  
Sherry Antonetti  
Susan Frampton  
Jill League  
Max Rodriguez arrived at 1:19 p.m.  
Jennifer Smith  
Senator David Sokola  
David Tull  
T. J. Vari  
Laura Schneider, DDOE Representative Non-Voting Member  
Kimberly Rodriguez, DDOE Administrative support

#### **MEMBERS ABSENT**

Representative Earl Jaques, Jr.  
Suzette Marine  
Meghan Wallace  
Donna Johnson, State Board of Education Ex-Officio Non-Voting Member

#### **PUBLIC**

Seher Ahmad, DDOE  
Kelley Brake, DDOE  
Tammy Croce, DASA  
Melissa Oates, DDOE  
Maria Stecker, DDOE  
Deb Stevens, DSEA

#### **PUBLIC COMMENT**

Tammy Croce, DASA  
Deb Stevens, DSEA

## 1. Call to Order

The meeting was called to order at 1:21 p.m.

## 2. Pledge of Allegiance

## 3. Approval of Agenda

A motion was made by Sherry Antonetti and seconded by David Tull. **The motion was approved.**

## 4. Approval of Minutes from September 29, 2016.

- Replace "Board Member(s)" in the text with "Committee"
- Eight members would need to be present at each meeting to vote. A vote was taken at the prior meeting stating if a Committee Member could not attend the meeting, a replacement could be sent in your stead if announced ahead of time and in writing. Written notification would allow official voting rights of that replacement for that particular meeting.
- Add Pledge of Allegiance to agenda

## 5. Alternative Evaluation System Process Design

Evaluation of the Pilot Programs. Laura mentioned that there is currently no volunteer participating in the pilot program.

Two charter schools originally showed interest but did not want to use the mathematical algorithm.

There was conversation about extending the dates of the pilot program. Senator Sokola suggested committee members see if LEAs would be interested prior to changing the dates.

Laura mentioned that interested LEAs should contact the Department of Education. Laura has not had any interest yet. Currently, there is no pilot due to lack of interest.

Max Rodriguez mentioned that he communicated with his District, specifically the school where he is the PTO President, and found out that they could not participate in the pilot without the School Board and District to support it. Additional discussion suggested the option of applying for alternative systems makes the pilot less desirable.

### HB 399 (Section 5)

- Discussion: If there is no pilot, is the RFP needed? We have an alternative program but do not need to do an RFP. We may need to get some feedback from the stakeholders, teachers and others.
  - Discussion: Review of alternative systems and current monitoring practices.
    - ***A DOE representative will review monitoring practices of alternative systems at a future meeting (to be scheduled by the DPAS-II Advisory Committee.)***

### 6. Summative Timeline for Group 1 Educators

Postponed until the next meeting.

### 7. Other Business – Discussion/Notification Only

1. Jenifer Smith commented on Improvement Plans for Component 5 and added other areas should trigger this.

What are they doing for teachers in Component 5 to improve? What is their measure B? Laura added SBAC, alone, would not trigger an Unsatisfactory rating.

TJ Vari also mentioned a desire to see similar data for alternative systems during a future meeting.

### 8. Public Comment

Deb Stevens

Commented about the Student Improvement Component Improvement Plan. Teachers were put on improvement plans for Component 5 when effective in the other four components. She believes the plans have been

written that were for were busy work, reading a book or give reflections on a video. She added she did not see concrete feedback or direction in terms of improving instructional practice. When individuals were deemed Unsatisfactory in both parts of the Student Improvement Component, it was due to poor goal writing. Training is needed on how to write effective goals. Goals created were goals that individuals could not achieve or may have been measuring the wrong things. She also mentioned last year's DPAS-II Sub-Committee. One of the pieces of work that this Committee was charged with was to review evaluations for specialists. If you go back over the DPAS data from the last 4 or 5 years, there are regular complaints on the part of the specialists. The process and what was included does not assess what their jobs were actually doing - such as counselors, diagnosticians, speech and language pathologist, etc. The Committee was directed to look at a number of years of multiple measures differentiating by years of experience and relevance of work of the specialists. The subcommittee did not explore this. Would like this Committee or another Sub-Committee to re-evaluate and give more thought to the Specialist evaluation system. The current system does not reflect the jobs that they do.

Added if we go forth with the RFP and the report of the pilot and Alternative system that this group define effectiveness. Define what effectiveness means or is and what areas need to be considered to be determine effective.

Tammy Croce

Comments were made about Component 5 and the important discussion to continue. Highlighted the importance of training and goal writing and the decisions for use of archival data and setting targets.

Comments were also made about aligning the Professional Responsibilities Form to Component 4.

TJ mentioned there should be four questions for the Professional Responsibilities Form on the Component 4 Form that directly align to the rating system.



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### 9. Adjournment

The meeting adjourned at 2:57 p.m.

**The next meeting is February 23, 2017 from 11:00 a.m. to 1:00 p.m.**

DRAFT